



2018 Brisbane Catholic Education Office Annual Plan

This plan outlines the 2018 priorities for the Brisbane Catholic Education Office and supports the aspirations of the Strategic Plan 2017-20.

Strong Catholic identity

Strengthen capacity to lead, engage and teach with a re-contextualised Catholic world-view within each school and office community

Sustain Catholic identity by delivering a planned and integrated approach to leadership for mission by:

- Developing and piloting the Brisbane Catholic Education Student Graduate Expectation Framework.
- Supporting schools to set goals, plan, monitor and report on progress and growth in Catholic identity, and integrate Catholic identity into school reviews, in line with the School Improvement Framework.
- Reviewing the roles of Assistant Principals Religious Education and Education Officers Religious Education.
- Redeveloping the Doing Theology program for leaders.

Grow the holistic and inclusive formation of students and staff by:

- Developing the FLOURISH Leadership Formation Arc.
- Developing a cohesive strategy for student formation including best practice policies and guidelines for service learning, student retreats and immersion programs.
- Coordinating and supporting engagement with Year of Youth initiatives.
- Trialling Foundations in Catholic Identity formation modules with trained facilitators in selected Catholic Dialogue schools.
- Expanding and deepening spiritual formation opportunities for all staff at school and system levels.

Embed a contemporary Catholic perspective in identified learning areas by:

- Supporting school-wide implementation to embed a Catholic perspective on Relationships and Sexuality Education.
- Completing the Catholic perspective content for remaining Learning Areas (Science, Languages, English and Maths) and supporting schools to access this content using the Brisbane Catholic Education online platform.

Sustain and enhance authentic contemporary expressions of Catholic identity by supporting the next phase of the Catholic Dialogue Schools Project, and profiling and promoting re-contextualisation by:

- Establishing a Dialogue Schools network to enhance collaborative practices and clustering according to areas of focus.
- Supporting engagement of all cohorts in the Catholic Dialogue Schools Project in their school-based processes for goal setting, monitoring and reporting of progress, and for sharing best practice.

Improve classroom teaching of religion through effective teaching practice, including the monitoring of student progress and enhancing teacher knowledge of the Catholic story by:

- Supporting schools to:
 - revise and implement changes to the delivery of senior secondary courses in religion
 - trial and implement learning progressions in religion for years P-10.
- Developing annotated student portfolios for each achievement standard in religion for years P-10.

Excellent learning and teaching

Grow engagement, progress, achievement and wellbeing for each student

Advance student progress and achievement by improving literacy and numeracy teaching practice in every classroom, and resourcing and providing professional support for effective and expected teaching practices by:

- Delivering Stage 2 of Advance Student Progress and Achievement — Evolve and Implement — which builds on the previous year's learning growth achieved against school and system SMART goals and growth markers.
- Ensuring the successful transition of Brisbane Catholic Education secondary schools to the new Queensland Certificate of Education system, which commences in 2019.
- Managing the transition of Brisbane Catholic Education schools to NAPLAN Online through a range of strategies to ensure school, staff, student and technical readiness.
- Implementing the School Improvement Framework and supporting integrated school planning, reporting and review processes.

Accelerate literacy learning through intensive targeted support to identified schools, and identified effective and expected teaching practices by:

- Delivering stages 4 and 5 of Accelerate Literacy Learning which includes:
 - Phase 1 schools transitioning to renegotiated resourcing and support to embed and sustain leadership and teaching practices that lead to improved literacy outcomes
 - Phase 2 schools beginning implementation
 - undertaking project review and reporting on results.
- Developing and testing small scale learning growth projects aligned with the Coherence Framework through the implementation of NUDGE funding.

Innovate for excellence by building on innovative learning and teaching practice, and scaling-up innovative practices in emerging priorities by:

- Implementing:
 - the Brisbane Catholic Education Languages Position Statement and Strategy 2017–20
 - STEM initiatives aligned with the Brisbane Catholic Education statement on STEM education
 - the Brisbane Catholic Education Mathematics Strategy
 - projects to create innovative models of learning in senior schooling.

Achieve maximum learning potential by assisting schools to work with parents and the broader community to support each child by:

- Developing and implementing a program of work encompassing parent engagement.
- Developing and delivering a range of student wellbeing initiatives to provide a safe, nurturing and academically challenging environment for all students, including the Student Voice project.
- Implementing the Brisbane Catholic Education Aboriginal and Torres Strait Islander Education Strategy 2017–20, Molum Sabe, in accordance with the implementation plan.
- Developing and delivering a range of inclusive education initiatives in recognition that students have a diverse range of personal characteristics and experiences.

Building a sustainable future

Build sustainability through people and capability. Ensure stewardship of resources with transparency, accountability and compliance

Develop a sustainable futures strategy reflective of church teachings and informed by broader evidence by:

- Undertaking the initial phase of the Brisbane Catholic Education Vision Beyond 2020 Project to explore the future direction of the organisation.
- Responding to recommendations from the Royal Commission into Institutional Responses to Child Sexual Abuse.
- Establishing Good Samaritan Catholic College, Bli Bli and St Joseph's College, Coomera to open in 2019.

Support continuous improvement and growth at individual, team and organisational levels through the Performance and Development Process by:

- Implementing the new approach to performance and development.
- Delivering the Onboarding Project through a combination of a system solution, supporting business processes and appropriate change management.
- Implementing the Workforce Diversity and Inclusion Strategy, including continuing the Aboriginal and Torres Strait Islander reconciliation journey, and growing the number of women in leadership.

Implement a Professional Learning Strategy as an integrated approach to leadership development with a focus on Catholic community, coherence, collective responsibility and capacity building by:

- Developing and implementing the Leadership Capability Framework, including working with schools and the office to bring the framework to life within each context.

Improve the health and safety environment, and promote a consistent approach to the continuous improvement of health and safety culture through the Safety and Wellbeing Strategic Action Plan 2017–20 by:

- Delivering programs and initiatives to develop a work culture that values safety as an enabler to quality, inclusive and contemporary Catholic education, including: visible safety leadership, training and information, strengthening accountability, and clearly articulating employee responsibilities.

Optimise the use of technology to support teaching, learning, collaboration and decision making through the enactment of the Digital Strategy by:

- Delivering the strategies and initiatives of the BCE Digital Strategy 2017–20, including developing school employee digital skills, to optimise learning for students.

Strengthen processes and systems to support evidence-based decision making, accountability and governance to achieve our priorities by:

- Supporting Brisbane Catholic Education to prepare to relocate from the Dutton Park and West End offices to a contemporary, fit-for-purpose building.
- Establishing a consistent, enterprise-wide process for receiving, assessing, investigating and dealing with complaints.
- Redesigning KWeb to enrich staff communications, increase efficiencies and deliver an improved employee experience.
- Enhancing and growing the current SharePoint system for document and record management.
- Developing a system improvement strategy which considers policy, practices, processes and culture.